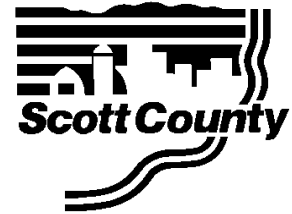


HUMAN RESOURCES DEPARTMENT

600 West Fourth Street
Davenport, Iowa 52801

Ph: (563) 326-8767 Fax: (563) 328-3285
HR@scottcountyiowa.gov



Date: December 14, 2022
To: Mahesh Sharma, County Administrator
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Human Resources Director

At your request, I reached out to our vendor Public Sector Personnel Consultants (PSPC) to determine the appropriate grade for a Human Resources Director in the County's pay scale. I provided them with an updated Position Analysis Questionnaire (PAQ) based on the duties we discussed. The review the comparable governmental entities we used previously for the Compensation and Classification study in 2019 and the regional private sector. The governmental average at midpoint was \$115,015 and the private sector at \$131,022. PSPC's recommendation is to place the position at salary grade 38. The midpoint of grade 38 is \$117,395.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

December 20, 2022

APPROVING THE APPOINTMENT OF VANESSA WIERMAN FOR THE POSITON OF
HUMAN RESOURCES DIRECTOR AT STEP 1 WITH A SALARY OF \$101,234/YR

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The appointment of Vanessa Wierman for the position of Human Resources Director at step 1 with a salary of \$101,234/yr is hereby approved.

Section 2. That the table of organization for the Human Resources Department be changed to reflect the addition of a Human Resources Director (1.0 FTE). The position shall be placed at the salary range 38.

Section 3. That the table of organization for the Human Resources Department be changed to reflect the elimination of the Assistant County Administrator (0.5 FTE).

Section 4. That the appointment shall be effective January 4, 2023.